US Army Corps
of Engineers

"Vision & Guidelines For The Future"

Joe Calcara

Guiding Principles

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- **Teamwork**

  INTERDEPENDENCY ACCOUNTABILTY INTERACTIVE

  COLLABORATION

- **Passion**

  ATTITUDES & BEHAVIORS ALIGNMENT RECOGNITION

- **Performance**

  PMBP METRICS REWARDS

Interactive Collaboration

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- Teamwork
- Passion
- Performance

COP

- ❑ Policy
- ❑ Process
- ❑ Community Management
- ❑ National Focus

RIT

- ❑ Program Management
- ❑ Execution
- ❑ Metrics
- ❑ Regional Focus

RBC/ Districts

ONE HQ

ONE TEAM!

Attitudes & Behavior

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CORPORATELY DRIVEN VS “ME, MYSELF, AND I” MENTALITY
MAKE THINGS HAPPEN VS WAIT FOR THINGS TO OCCUR
“HORSE IN THE RACE ” VS” RAT ON A WHEEL”
CAREER IS OPPORTUNITY VS “ IT’S JUST A JOB”

COMMITTED VS INDENTURED

PREPARED VS REACTIVE

PASSIONATE VS

ASSERTIVE VS

INNOVATIVE VS PERFUNCTORY
PROFICIENT VS UNPRODUCTIVE
OUTCOMES FOCUSED VS PROCEDURALLY FIXATED
MEET OR BEAT DEADLINE VS DON’T KEEP SCHEDULE
EXCEEDED EXPECTATION VS DISAPPOINTING RESULT

EMPOWERED VS CONTROLLED
SELF-DIRECTED VS SUPERVISED
ENGAGE AND ENLISTED VS AVOID AND IGNORED
CHALLENGED VS STRESSED
SITUATIONALLY AWARE VS PARIOCHIALLY CENTERED
FORWARD THINKER VS “LIVING IN THE PAST”

Are YOU on the bus?

The Way Ahead

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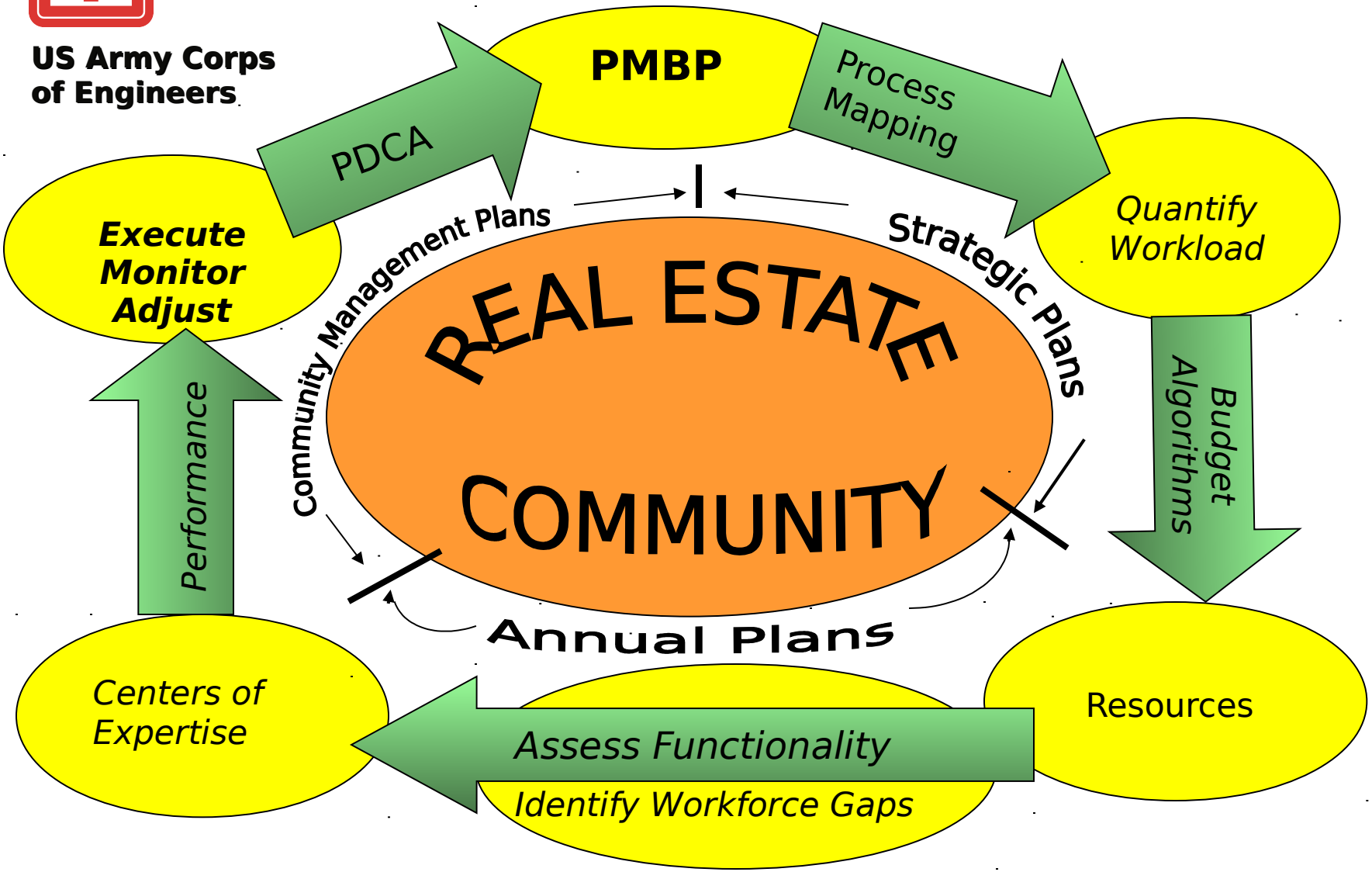

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BIG Rocks

- INTEGRATED ASSET MANAGEMENT
- LEVERAGED REAL ESTATE SOLUTIONS
- ACCELERATED BRAC DISPOSAL
- RESERVE PROPERTY EXCHANGE PROGRAM
- RECRUITER LEASING